

TRANSMITTAL SLIP		DATE
TO:		
ROOM NO.	BUILDING	
REMARKS:		
<i>Jim wonders if this needs additional distribution?</i> <i>4-10: DCI DDCI EXDIR</i>		
FROM:		<i>S/3</i>
ROOM NO.	BUILDING	EXTENSION

FORM NO. 241
1 FEB 68

REPLACES FORM 36-8
WHICH MAY BE USED

(47)

STAT

ROUTING AND TRANSMITTAL SLIP

Date

03 MAY 1984

TO: (Name, office symbol, room number,
building, Agency/Post)

Initials

Date

1. DDA

2. D/Pers

3.

4.

5.

Action	File	Note and Return
Approval	For Clearance	Per Conversation
As Requested	For Correction	Prepare Reply
Circulate	For Your Information	See Me
Comment	Investigate	Signature
Coordination	Justify	

REMARKS

Thursy -

Our letter to the D/OMB on the Administration's plan to reduce the number of positions in Grades GS-11/15 has been returned to us. OMB (Arnie Donahue) did not want to respond to a formal letter from the Agency--particularly one in which we took the position we could not participate--and we therefore agreed to withdraw the letter. Arnie is inclined to do nothing on the grade reduction exercise where we are concerned, particularly since OMB imposed a reduction in salary funds for this purpose in our 1985 Budget. He rationalizes that by taking the budget reduction, we have in effect

(over)
is a RECORD of approvals, concurrences, disposals, clearances, and similar actions

1, Agency/Post)

Room No.—Bldg.

4E06

Phone No.

D/Compt

OPTIONAL FORM 41 (Rev. 7-76)

Prescribed by GSA

FPMR (41 CFR) 101-11.206

☆-GPO : 1993 O - 381-529 (301)

Distribution:

- Orig - Addressee (w/att)
- ☒ - ER Registry (w/att)
- 1 - D/Compt (w/att)
- 1 - AG Subject (w/att)
- 1 - AG Chrono

Executive Registry

84-774/2.

ER/ES Made Distr to:

DCI

DDCI

EXDIR

AH: DDA 84-048311
 BYE 84-27355
 D/PERS 83-5690
 ER 83-5969

25X1

25X1

DCI
EXEC
REG

A-105

complied with the intent of the exercise. We, of course, have no assurance that Arnie will not be required to revisit the issue at some future date, but for now we see nothing to be gained by forcing him to deal with our letter. No further Agency action is required at this time.

I hope this avoids a cat fight. That was the intent of Arnie's suggestion of this course of action. He thought it ill-advised to text DCI authority on this issue, since an administrative fix (with little gain) was possible.



25X1

ROUTE SLIP

T
Deputy Comptroller

- Take necessary action ☐
- Approval or signature ☐
- Comment ☐
- Prepare reply ☐
- Discuss with me ☐
- For your information ☐
- See remarks below ☐

STAT

Russell Neely
FROM Russell Neely (OMB/NSD/Intel)

DATE 4/19/84

REMARKS

Per our understanding that the attached letter from the DCI regarding the President's initiative to reduce the number of GS/GM 11-15 positions in the Federal work force was forwarded to OMB erroneously, we are returning the letter to you. As developments regarding this initiative arise, we will contact you. Thank you for your cooperation.

OMB FORM 4
Rev Jul 82

MEMORANDUM FOR: Deputy Director for Administration

FROM: EA/DDCI

FYI. We have sent a copy of the DCI's letter to the IC Staff to get out to the other NFIP managers so that they may react as they see fit.

Att: DDA 84-0483/1

Date 23 March 1984

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MEMORANDUM FOR: Director, Intelligence Community Staff
FROM: EA/DDCI

The DDCI would like you to ensure that each of the non-CIA NFIP managers are aware of the attached and respond to Stockman in any way they deem appropriate.

Thaux,

Att: Ltr to D/OMB from DCI dtd 23 Mar 84

Date 23 March 1984

Central Intelligence Agency

ER 84-774/1



Washington, D.C. 20505

DDA 84-0483/4

Pers 84-1186

AH BYE 27355-84

ER 84-774

DIPERS 83-5690

23 MAR 1984 DDA 84-0136

ER 83-5969

The Honorable David A. Stockman
 Director
 Office of Management and Budget
 Washington, D.C. 20503

Dear Dave:

Thank you for your letter of 8 February regarding the National Foreign Intelligence Program (NFIP) budget ceilings and the President's initiative to reduce the number of GS/GM 11-15 positions in the Federal work force. Let me assure you that I share the President's commitment to the prudent and efficient management of our resources. At the same time, however, the proposed reductions pose special problems for me as head of the Central Intelligence Agency (CIA). The comments which follow relate only to the CIA and my position as head of that Agency. I will defer to the other agencies in the NFIP with similar problems to correspond directly with you or OPM as appropriate. 25X1

The planned reductions in the number of GS 11-15 positions during FY 1985-88 pose a special problem for me. With the President's vital encouragement and support, we have been engaged in revitalizing and strengthening the Agency's capabilities in the operational, analytical, and high technology areas. This process, both in the recent past and over the next fiscal years, depends on the very positions which have been identified for reduction. Many of the tasks facing the Agency during this period will be addressed successfully only by those who possess skills borne of long, substantive involvement with the unique mission of the organization or credentials for which the Agency is not the sole competitor. These are the incumbents of the positions to be cut. To limit or suspend our planned growth at this juncture will have a dramatic impact on our ability to keep the President and others substantively informed. For example, the proposed cuts would jeopardize such projects as 25X1

25X1

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Finally, I am told that your office is aware that the Agency maintains a strong, centralized position classification and management program which addresses all of the Agency's positions on a regular basis. During this current period of growth, all new positions have been reviewed and validated with particular focus on the very issues addressed by the President's directive. Accordingly, while I support the President's desires, the program of imposed reductions at these grade levels is inconsistent with my presentations to the Administration and to the Congress for increased resources in order to rebuild CIA's intelligence capabilities. As discussed above, these grade levels are the very ones from which our best product is derived. Rather than reduce at those levels, I am making every effort to develop and maintain expertise and capability in these grades. 25X1

In conclusion, I do not believe that we can participate in the initiative to reduce the number of positions at the GS 11-15 levels. 25X1

Yours,

/s/ William J. Casey

William J. Casey
Director of Central Intelligence

D/Pers 84-0947

DDA 84-0483/1

2 MAR 1984

MEMORANDUM FOR: Director of Central Intelligence

VIA: Deputy Director of Central Intelligence
Executive Director
Comptroller

FROM: Harry E. Fitzwater
Deputy Director for Administration

SUBJECT: Improved Position Management of GS 11-15 Positions

REFERENCE: A. Ltr for DCI fm D/OMB, dtd 8 Feb 84 (BYE 27355/84)
B. Memo for Heads of Departments and Agencies fm D/OPM
dtd 11 Jan 84, Same Subject (ER 84-774)

1. Action Requested: That you approve the recommendation contained in paragraph 3.

2. Background: By Reference A, the Director of the Office of Management and Budget (OMB) has directed that the Agency participate in the Presidential initiative to reduce the number of GS 11-15 level positions in the Federal government. The guidelines for accomplishing this reduction are provided by Reference B, which calls for a two percent reduction in total numbers of positions in the GS 11-15 range each year for Fiscal Years 1985 through 1988. The Office of Personnel Management (OPM) will be monitoring four factors for Federal agencies reporting to it. These are: (1) average grade, (2) ratio of GS 11-15 positions to GS 1-10 positions, (3) percentage of GS 11-15 supervisors in the GS 11-15 work force, and (4) absolute reduction of GS 11-15 positions, using January 1981, the inauguration of the Reagan Administration as the base for comparison. OMB has requested that the Agency provide comments on the monitoring factors called for by OPM, suggestions for additional or alternative monitoring factors and plans for achievement of GS 11-15 reductions. The Office of Personnel has completed various analyses in order to develop a response to OMB and to prepare an Agency plan for achieving improved position management within the GS 11-15 range.

As a result of the analyses, we have concluded that it would be detrimental to the accomplishment of the mission of the Agency to participate at this time in any numerical reduction of our professional-level positions. There are three factors which have led us to this conclusion. Primarily, the Central Intelligence Agency, with the support of the Reagan Administration, has been experiencing a period of substantial growth and it is anticipated that this growth will continue through FY 1987. To bolster our forward movement, the

preponderance of the positions which have been, and are to be, added are at the professional level and will enhance the Agency's capabilities in the operational, analytical and high-tech areas. Obviously, to limit or suspend the planned growth in these areas will have a dramatic impact on our ability to keep policymakers substantively informed. Secondly, although there has been a substantial increase in the percentage of positions in the GS 11-15 range [redacted]

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25X1

[redacted] this increase has not been mirrored by a similar increase in the percentage of personnel within this grade range. This can be attributed to the fact that the Agency operates on a rank-in-the-person concept (other government agencies operate on the basis of rank-in-the-position), which produces a substantial difference between the average grade of our positions (higher) and our personnel (lower). This difference provides flexibility for employee assignments and growth. To remove that flexibility through a four-year period of cutbacks would stifle our ability to promote deserving personnel and, in the aggregate, would damage seriously our recruitment effort. Finally, OMB is aware that this Agency has a strong internal classification and position management program which has been especially effective since 1979. In this program all Agency positions are reviewed through a scheduled office survey program over a five-year cycle. During this current period of growth all new positions have been reviewed and validated by the Position Management and Compensation Division (PMCD) which provides centralized classification services for the Agency through the Director of Personnel. PMCD routinely develops position management recommendations which address the very issues at which the Presidential initiative is directed. Therefore, we have in place an instrumentality which meets some of the initiatives recommended by the Grace Commission Report. A similar situation does not exist in other government agencies.

3. Recommendation: That you sign the attached letter asking that the Central Intelligence Agency be exempt from the reduction of two percent of GS 11-15 positions for each year for FY 1985-1988.

Harry E. Fitzwater

Harry E. Fitzwater

Attachment

CONCUR:

[redacted]
Comptroller [redacted]

25X1

7 MAR 1984

Date

25X1

SUBJECT: Improved Position Management of GS 11-15 Positions

CONCUR:


Executive Director.

31 Jan 84
Date

25X1

/S/ John N. McMahon

Deputy Director of Central Intelligence

21 MAR 1984
Date

Distribution

Orig - Rtn to D/Pers.

1 - ER

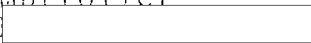
2 - DDA

1 - D/Pers

1 - PA&E

2 - PMCD

1 - Controller

OP/PMCD/C&C  (24 Feb. 84)

Rewritten: DDA: HBFitzwater: kmg (1 Mar 84)

25X1

PRIORITY**RECORD SHEET**

SUBJECT:

Imp

Form No. 160
1 Dec 56

Use Previous Editions

5 Positions

FROM:

Harry E. Fitzwater
Deputy Director for Administration
7D 24 Hqs

EXTENSION

NO.

DDA 84-0483/1

DATE

16 March 1984

ER 774/1-84 25X1

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Comptroller
4E 42 Hqs

16 MAR 1984

Has
Comment
H30F

To 7:

DCI:

2.

3. Executive Registry
7E 12 Hqs

19 MAR 1984

P

I strongly recommend, for the reasons discussed in the attached letter, that you inform Mr. Stockmar that the CIA cannot participate in reductions of positions at the GS 11-15 levels. In addition to the arguments set forth, I believe this would set a dangerous precedent since the Agency is exempt from the Classification Act and the Civil Service Reform Act and simply must not weaken those exemptions, else we might face real problems in the future. Moreover, there is already great apprehension in the ranks based on newspaper stories.

4.

5. Executive Director
7D 55 Hqs

20 MAR 1984

603

6. Deputy Director of
Central Intelligence

21 MAR 1984

J

Director of Central
Intelligence

8. DD CI

Comptroller

9.

DDA

Atts

To 8: For delivery of signed letter to OMB.

This MIXES NFIP & AGENCY - LETTER SHOULD BE CANCELLED 25X1

John, this is another case of OMB trying to erode our special exemptions by tying us to the NFIP in personnel matters.

John, this is another case of OMB trying to erode our special exemptions by tying us to the NFIP in personnel matters.

John, this is another case of OMB trying to erode our special exemptions by tying us to the NFIP in personnel matters.

EXECUTIVE SECRETARIAT
ROUTING SLIP

TO:

		ACTION	INFO	DATE	INITIAL
1	DCI		X		
2	DDCI		X		
3	EXDIR		X		
4	D/ICS	X			
5	DDI				
6	DDA		X		
7	DDO				
8	DDS&T				
9	Chm/NIC				
10	GC				
11	IG				
12	Compt		X		
13	D/EEO				
14	D/Pers		X		
15	D/OLL				
16	C/PAO				
17	SA/IA				
18	AO/DCI				
19	C/IPD/OIS				
20					
21					
22					

SUSPENSE

Date

Remarks

(OPM memo of 11 January never received. Copy-obtained today-attached.)

9 February 84

Date

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EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
WASHINGTON, D.C. 20503

Honorable William Casey
Director of Central Intelligence
Washington, D.C. 20505

Dear Bill:

The President's 1985 Budget has now been transmitted to the Congress. I wish to express to you and your staff my appreciation for your contributions to the 1985 budget process, and particularly for your cooperation in preparing the budget documents. This budget is another major step in the President's plan for realigning national budget priorities and limiting the size and scope of Government.

The enclosures to this letter provide ceilings for the National Foreign Intelligence Program (NFIP). The 1984 and 1985 budget ceilings and multi-year planning ceilings (for 1986-1989) for budget authority are included in Enclosure A. These are the amounts within which your activities should be planned for the period 1985-1989. No increases should be contemplated unless they are required because of circumstances beyond your control.

Ceilings on civilian employment for the NFIP are provided in Enclosure B.

The President has approved a major initiative to reduce the number of GS/GM 11-15 positions in the Federal workforce. Implementation procedures for this initiative were described in a letter from the Director of the Office of Personnel Management (OPM) to the heads of departments and agencies on January 11, 1984. For NFIP elements that are not reporting to OPM through normal departmental channels, replies to this letter, providing comments on monitoring factors called for by OPM, suggestions for additional or alternative monitoring factors and plans for achievement of GS/GM 11-15 reductions, should be sent to OMB. OMB, rather than OPM, will monitor progress on this initiative for agencies not reporting to OPM.

The President is depending on you and NFIP program managers to help him curb the growth of Federal spending by managing your resources prudently and ensuring that appropriate Federal responsibilities are performed in the most effective and efficient manner.

Sincerely,

David A. Stockman
David A. Stockman
Director

Enclosures

Director, OMB

DERIVATIVE CL BY _____
DECLASS REVW ON _____
DERIVED FROM _____

OADR
BYE-1

TOP SECRET

DOWNGRADE TO UNCLASSIFIED
UPON REMOVAL OF ENCLOSURES
BYE-27355/84
HANDLE VIA BYEMAN CHANNELS

Page Denied

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Office of Personnel Management

Washington, D.C. 20415

Executive Registry

84 - 774

In Reply, Refer To

Your Reference

January 11, 1984

MEMORANDUM TO: HEADS OF DEPARTMENTS AND AGENCIES

SUBJECT: Improved Position Management of GS/GM 11-15 Positions

Poor position management and position classification, with their resulting high costs, have been a major concern to the Administration since the President embarked on his program to achieve a leaner, more effective government. In his FY 84 budget message, he directed the Office of Management and Budget and the Office of Personnel Management to undertake a critical review of the ways in which jobs are classified and work is assigned in the Executive Branch with the objective of producing substantial savings government-wide.

That review has now been completed. The President has approved a major initiative to reduce the excessive number of GS/GM 11-15 positions in the Federal workforce.

The decision to address the grade bulge problem was prompted by these disturbing statistics:

- In 1959 the proportion of the Federal workforce in grades 11-15 was 21 percent; by 1969 it had jumped to 33%, and by 1983 it was 39%.
- The President's Private Sector Survey on Cost Control (Grace Commission) estimates that approximately 26% of the white collar employees in the private sector earn salaries equivalent to the Government's GS/GM 11-15 range. This means the Federal Government, with 39% of its workforce at GS/GM 11-15, has 50% more of its workforce at high grades than the private sector.
- Average grade overall in the Federal government has increased from 5.4 in 1950 to 8.3 in 1983.
- Based on its 1982 study, OPM estimates agency overclassification costs the government \$680 million annually. OMB, based on a review of Bureau of Labor Statistics data for comparable positions in the private sector, estimates that poor position management beyond incorrect classification costs the government additional billions of dollars annually. While it is true that the nature of government functions requires more high level positions than in the past, OPM estimates that, at most, 60% of the grade creep can be attributed to technological change. The remaining growth appears solely due to poor position management and inadequate position classification.



DCI
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REG

COPIES TO BE
JANUARY 1984

The causes for these documented problems are many. The Grace Commission reported that "migration through sequence grades, overgrading, and misclassification have resulted in noticeably disproportionate population densities in higher grade levels with resulting higher pay compared to private sector structures." A recent Office of Personnel Management study on the classification accuracy of Federal white-collar positions estimates that almost 12% of positions at grades GS 12-15 are overgraded. In addition, it is clear that there has been and continues to be a tendency for Federal managers to spread out high level duties over many positions in organizations rather than grouping them into the minimal number of positions. This is poor position management, or more to the point, the lack of it.

OMB and OPM have been working with agency representatives in recent months seeking an approach to reducing the high level grade bulge that will result in steady improvement, while not harming vital mission needs. The initiative chosen, which will start in FY 85, uses budget reductions by OMB as the prime motivator rather than rigid position management or classification controls by OPM. This leaves agencies maximum flexibility to make improvements where the opportunities are greatest and the potential for adverse impact lowest.

The initiative focuses on a \$1.6 billion net improvement over the next four years, with approximately \$800 million saved each year thereafter.

The savings are based on a reduction of approximately 2 percent of the GS/GM 11-15 positions per year for four years. The program does not call for outright abolishment of positions, i.e., reduction in overall ceiling, but rather position restructuring, with positions in the GS/GM 11-15 band being replaced by positions below the GS/GM 11-15 band. Furthermore, at the 2 percent rate, almost all agencies will be able to accommodate the targeted reductions through attrition. For grades GS/GM 11-15, attrition rates throughout the government cluster between 5 and 8 percent per year.

OPM will monitor four factors initially for keeping agencies informed of position management/classification progress: (1) average grade (2) ratio of GS/GM 11-15 population to GS 1-10 population (3) percentage of GS/GM 11-15 supervisors in the GS/GM 11-15 workforce, and (4) absolute reduction of GS/GM 11-15 employees. Because of the decision to start this program with the FY 85 budget cycle, OMB assessed a straight 2 percent reduction to all agencies. Over the course of the four year program, however, it is expected that targets will vary from agency to agency. In addition to the factors reviewed by OPM, OMB will review and evaluate alternative factors appropriate for setting and adjusting targets. Regardless of the factors actually used by OMB, OPM will report regularly to agencies and OMB on progress using the four factors cited above, plus any others which may be developed over time.

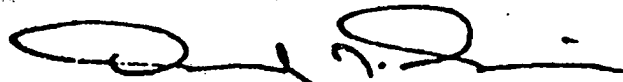
2

To assist in our monitoring responsibility and to provide maximum useful information to you and OMB, I request that you provide me with 3 sets of information by March 1, 1984:

1. Comments regarding the indicators identified above which OPM will be using to track agency GS/GM 11-15 position management improvement progress;
2. Suggestions regarding additional or alternative indicators better suited to your agency's particular situation;
3. A brief statement of how you expect to achieve your position management/classification improvement target.

The success of this project will depend upon involvement of all managers and supervisors who are responsible for assigning work. Agency and installation personnel management staff members, particularly position classifiers, should be available to assist managers and supervisors at the outset and throughout this project. Sound planning is essential. We are optimistic that the results of this initiative will generate both long and short term dividends for the Government. Simultaneously, the project should offer the valuable people who hold GS/GM 11-15 responsibilities opportunities to perform in better designed, more fulfilling positions.

We will be releasing a Federal Personnel Manual Bulletin shortly which will provide more details about the program and its intended results.



Donald J. Devine
Director

③

D/Pers 83-5690

DD/A Registry

12 JAN 1984

84-0136

AH. ER 83-5969

MEMORANDUM FOR: Deputy Director of Central Intelligence

THROUGH: Deputy Director for Administration
Executive Assistant/DDCI

FROM: Robert W. Magee
Director of Personnel

SUBJECT: High Grade Reductions

REFERENCE: Memo dated 9 December 1983 to DCI from Director,
ICS, same subject

1. In response to your note on the referenced memorandum, yes, we are looking at the issues of reductions in GS-11 to GS-15 positions from the Agency's perspective. We have discussed the Grace Commission recommendations with a representative of the Office of Legislative Liaison who reports that he is aware of nothing in the legislative area. Informal contact with an Office of Personnel Management representative disclosed that to their knowledge there is no Department of Defense exemption. The Comptroller's representative advised us that some DoD agencies have begun implementing controls. It is likely that DoD may not be hit as hard as some Federal agencies, however, because they have had fairly restrictive ceilings on GS-13, -14 and -15 positions for several years.

2. The Comptroller's representative also advised us that at this time we have received no indication from the Office of Management and Budget that a reduction target would be imposed on the Agency. He suggested we keep a low profile on the subject because we are currently without an OMB examiner and the Comptroller hopes that in the transition the issue is not raised. Further, as [] points out, there is high risk that a request for an exemption from controls would not be granted at this time.

25X1

3. Our recommendation is to do nothing externally at this time. We have crunched some numbers here and in our opinion we are in pretty good shape vis-a-vis employee grade escalation in the GS-11 to GS-15 range for the October 1973 to October 1983 period. For instance:

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S E C R E T

A-105 P-100

Page Denied

5. Keep in mind that these figures represent only a "snapshot" at the beginning of the fiscal year and may or may not be representative of an Agency's actual profile. We will continue to monitor this issue and develop reports for you as we receive more information.

Robert W. Magee

Robert W. Magee

Distribution:

Orig. - Adse

1 - ER

2 - DDA

1 - D/OP

1 - EO/OP Chrono

1 - DD/PA&E

EO/OP 1a/11 Jan. 84

25X1

Approved For Release 2008/12/08 : CIA-RDP86M00886R000100040003-7

MEMORANDUM FOR: Director of Personnel

FROM: Executive Assistant to the DDCI

The DDCI wonders if you're thinking about this
from the Agency's perspective?

Thanks

Att: ER 83-5969

DCI
EXEC
REG

Date 13 December 1983

FORM
5-75

101

USE PREVIOUS
EDITIONS

Approved For Release 2008/12/08 : CIA-RDP86M00886R000100040003-7

STAT

STAT

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

High Grade Reductions

Executive Registry

83-5969

FROM:

EXTENSION

NO.

STAT

Director, Intelligence Community Staff

DATE 9 December 1983

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

1. *DMC*
Deputy Director of
Central Intelligence

13 DEC 1983

2.

~~Executive Registry~~

3.

DCI

BDC 21 DEC 1983

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FYI
(DDCI sent copy
to Mages
asking if
he's doing
something
about this)

STAT

CONFIDENTIAL

9 December 1983

MEMORANDUM FOR: Director of Central Intelligence

VIA: Deputy Director of Central Intelligence

FROM: [REDACTED]
Director, Intelligence Community Staff

SUBJECT: High Grade Reductions [REDACTED]

25X1

25X1

1. Action Requested: This memorandum is for information and background, and your action is not required if you agree with the recommendation below.

25X1

2. Background: The high grade reduction proposal approved by the President's Cabinet Council appears likely to negate some of our recent progress in improving our intelligence capabilities. The Office of Management and Budget is reviewing costs of Intelligence Community personnel in GS-11 to GS-15 positions in anticipation of reductions in the FY 1985-1989 period. The extent of the reduction and implementation of arrangements to reduce high grades and lower personnel average grades is uncertain. The Secretary of Defense strongly opposed final adoption of the proposed approach for controlling high grades, but there are indications that the Office of Management and Budget and the Office of Personnel Management plan to proceed with implementing steps. Unique intelligence requirements of NSA, CIA, FBI, and similar agencies provide a compelling rationale for exemption or relief for the Intelligence Community. Unfortunately, there is no logical forum to obtain this exemption at this time without the risk of appearing to be out-of-step with the President's effort to lower employee grade structure throughout the Federal Government. We have considered a letter from you, seeking exemption for critical intelligence personnel, but there is a high risk that such a request would not be granted at this time. We will continue to monitor the implementing process for high grade reductions, and attempt to identify means to obtain relief for the Intelligence Community. [REDACTED]

25X1

3. Recommendation: That we review the possible impact of the high grade reduction proposal on the Intelligence Community and seek relief at an appropriate time. [REDACTED]

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25X1

CONFIDENTIAL

Approved For Release 2008/12/08 : CIA-RDP86M00886R000100040003-7
MEMORANDUM FOR: Director of Personnel

FROM: Executive Assistant to the DDCI

The DDCI wonders if you're thinking about this
from the Agency's perspective?

Thanks,



Att: ER 83-5969



Date 13 December 1983

25X1

CONFIDENTIAL

SUBJECT: High Grade Reductions

DCI/ICS/PBS [redacted] - 12/08/83)

25X1

Distribution:

Orig. - DCI

① - DDCI (file Executive Registry)

1 - D/ICS

1 - ICS Admin. Staff [redacted]

25X1

1 - PBS chrono

1 - ICS Registry